Grievance RetaliationComplaint Against Principal Gemette McEachern of New Century International Middle School, Fayetteville, NC 28306

Date: Thursday, March 26, 2026

Retaliation Complaint Submission To:
U.S. Department of Education: Office of Civil Rights[1]
Lyndon Baines Johnson Department of Education Bldg
400 Maryland Avenue, SW
Washington, DC 20202-1100
Email: ocr@ed.gov

Submitted By Complainant: Lamar Iron Horse, Parent

[1] Also Submitted To Dr. Eric Bracy, Superintendent of Cumberland County Schools, Dr. Jane B. Fields, Ed.D, Associate Superintendent of Student Support, Cumberland County Board of Education, Cumberland County Schools | 2465 Gillespie Street | Fayetteville, NC 28306, North Carolina Department of Public Instruction (DPI).

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| PRINCIPAL GEMETTE MCEACHERN<br>CUMBERLAND COUNTY SCHOOLS | **GRIEVANCE COMPLAINT<br>BY PARENT** |

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**STATEMENT OF FACTS FOR GRIEVANCE AGAINST PRINCIPAL GEMETTE MCEACHERN NEW CENTURY INTERNATIONAL MIDDLE SCHOOL**

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The Parent-Father, Lamar Iron Horse, files this grievance against the Principal Gemette McEachern of New Century Internal Middle School for her abusive behaviors on Friday, March 20, 2026 for blocking and stopping me from leaving the meeting room,,harassment, chastizing, and retaliation against me, as a Parent who filed an open DPI State Formal Complaint.

## I. INTRODUCTION

Accordingly, as a Parent, I set forth this grievance complaint with additional details leading up to the Friday, March 20, 2026 unprofessional behavior of Principal Gemette McEachern, which shows the pattern of continued unprofessional treatment, deception, and the complete run-a-round backgrounds by the Principal, which includes the abuse, lies, closing the door on me so I could not exit or leave the meeting room, and the unprofessional treatment I received as a Parent by Principal Gemette McEachern.

This grievance complaint fully documents as evidence the continuous and non-stop problems in the school on March 20, 2026 with the Principal Gemette McEachern's unprofessional behaviors, the open State DPI Complaint Investigation, retaliation, harassment, chastize, Principal McEachern stating she was completely exhausted with dealing with my Parent Concerns and her actions and excuses to delay the implementation of my child's IEP Accommodations, along with various other problems in the school which I reported since the beginning of the school years since August of 2025, which also includes, but not limited to the Principal McEachern withholding my child's educational Math Book from him after I filed a complaint, which I had to email the school district

for assistance on the matter to get my son's book. On March 20, 2026, the Principal McEachern, who clearly represent Cumberland County Schools, made me frightened as a Parent and a victim of abuse with her unprofessional abuse and treatment, along with Principal McEachern's next steps what she will do to my child and I, if I ever went back to the school regarding a school problem, IEP Problems, and Parent Concerns.

At this juncture, it would be a conflict of interest to every engage with the Principal McEachern again given rise to her abuse towards me as a Parent on March 20, 2026, which caused me to have medical complications, and also do to the problems and how she intentionally escalated a matter out of control to intentionally cause me to have medical issue in her presence, knowing I told her that she caused my blood pressure to raise, which I repeated several times, my heart started to pound, as she verbal attacked me because she would not stop with the verbal aggressive abuse and her attitude with verbal fighting aggressiveness, along with her stopping and blocking me from exiting the school's meeting room where she closed the door, to "prevent me from leaving" the meeting room, so the Principal McEachern could wrongly "come at me" and harass me again as a Parent.

The Principal showed no since of authority, dignity as a Principal should maintain at all times, but instead the Principal Gemette McEachern inappropriately aggressively came at me even when Mr. John McMillian tried to sop her by telling her that it was no meeting when first entering the room, but this was a clear fact the Principal already knew before pulling Mr. McMillian, the EC Director, and I into the meeting room. Further details below solidifies the exact details which happened to me as a Parent on Friday, March 20, 2026 in New Century International Middle School.

## II. STATEMENT OF FACTS

1. On February 12, 2026 I went to the school as scheduled at 8:00 AM to speak to the Principal about the ongoing problems with the teacher Ms. Smith was doing to my son who is in her 6th Grade Social Studies Class and how this teacher was academically penalizing my son for not having my parent signature on his classwork and homework and when I still signed my son's classwork the teacher still would academically penalize my son's education coursework. I also spoke about other problems in the class.

2. On February 12, 2026, the Principal repeated "ghetto" statements to my son and I present in the school meeting room by stating, *"She was 10 Toes in?* Which is clearly "talk from the street" and not becoming of a CCS Principal to talk like she is from the ghetto or street. If this type of language is allowed by CCS Employees and Principals, what type of integrity, prestige, or dignity is the Principal setting forth as an employee of Cumberland County Schools to students and Parents? Ironically, every time I went to the school to address IEP Problems and Parent Concerns by a scheduled meeting, the Principal would allow and excuse the teacher to be absent on the exact day I

came to school. For example, the teacher knew in advance, I was coming to the school on February 12, 2026, because the Teacher, Rhesha Smith, copied the emails, and she took the day off again so I couldn't speak to her about the problems in her class. This was a pattern of absence which extended earlier in the school year of 2025.

3. This was a pattern I realized since 2025 in the beginning of the school year, when in fact, anytime it was a problem in the school with the teacher and I wanted a scheduled meeting, the teacher would be absent, which also included an IEP Meeting on November 10, 2025 discussing all the problems in her Social Studies Class with the IEP, which to no avail did any of the problems ever stop and the Principal allowed it and did nothing to stop the abuse.

4. This abuse and deception extends all the way back in the early part of the school year. For example, on October 28, 2025, Assistant Principal Kennedy told my son who is in 6th Grade in New Century International Middle School that my son could not attend school the next day if he didn't have his Federal Impact Card,[2] later the Principal came back with an email making excuses and lies to cover the Assistant Principal for what she did. No one from the District or the School never took a witness statement from my child, as the Complainant about what happened. My son made a detail recording what happened to him in the school and what the Assistant Kennedy did that day to another child entering the school, and then how she moved on to my son telling him and he couldn't go to school unless he had his Federal Impact Card, and how he was forced to call me and the Assistant Principal stood in the door way so my son could not tell me what she had done to him, but when he got free, he emailed me. Because of how the Assistant Principal Kennedy threatened my child he could not go to school, my son was afraid and didn't go to school on October 29, 2026 out of fear. This was another problem in the school Principal McEachern covered up and did nothing to help the situation.

5. I was only allowed to speak directly to the teacher if I went to the school unexpectedly and unannounced. The Principal knew I needed a Parent and Teacher Conference with Ms. Smith since September of 2025, and did nothing to help me, as Parent in scheduling a meeting for my son's education, but instead she later would put up road blocks, so I could never meet the teacher, even still to the present day to go over my son's education, class room expectations, IEP Problems and Parent Concerns. The Principal never did anything to help a situation but only played games, like with the meeting dates, and ignoring the EC Director's email on February 19, 2026.

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[2] October 28, 2025 Audio Statement By 6th Grade Student, A.I. 10 28 2025 A.I. Student Audio Statement Against Assistant Principal Gail Kennedy New Century International Middle School Tuesday At 02 56 27 : Parents Rights : Free Download, Borrow, and Streaming : Internet Archive; Also See 10 28 2025 2 Native American Student Complaint Statement of Abuse : FIRST NATIONS TRIBAL PARENTS : Free Download, Borrow, and Streaming : Internet Archive

6. On Tuesday, February 17, 2026, the Principal McEachern at New Century Internal Middle School personally instructed/requested me and Ms. Smith to have a "Parent and Teacher Conference. When the Principal told Ms. Smith about the Parent and Teacher Conference, Ms. Smith, very noticeably in the meeting room in the school made physical gestures with her head, very noticeable at the table that she didn't want to me or my son regarding a Parent and Teacher Conference requested by the Principal, at which the Principal noticed it and did nothing. At that time, Ms. Smith told my son and I a lie that she could meet with me "anytime."

7. On February, 18, 2026, I emailed Ms. Smith, the request for the Parent and Teacher Conference, and to no avail she moved the time for her best interest during the middle of the school day knowing my son and I couldn't be present. The Principal and Superintendent Bracy were copied on the email, and Principal "did nothing to help me with the Parent and Teacher Conference Meeting she originally requested, or grant, make, and or enforce her request she made on February 17, 2026 for the Parent and Teacher Conference. I ultimately gave up and stopped emailing Ms. Smith for a Parent and Teacher Conference because I was being treated very "unprofessional" and I was getting the "run-a-round game" and the Principal was going along with it. To date, I never met Ms. Smith for a Parent and Teacher Conference over my son's education, IEP Problems, Parent Concerns and the Principal made sure I would never meet the teacher to be informed about my son's education.

8. In September of 2025, I made my first request for the Parent and Teacher Conference by email to Ms. Smith, and Ms. Smith never would meet with me, and the Principal saw this and did nothing to help me as a Parent. If anything, the Principal helped Ms. Smith create a divide with me, as the Parent and an unhealthy learning educational environment and allowed her to victimize my child in the class, along with not following the IEP Accommodations for months into March of 2026.

9. On Thursday, February 19, 2026 at 1:26 PM John McMillan, johnamcmillan@ccs.k12.nc.us Email Title:"Follow Up Meeting,"sent me an email and copied the Principal Gemette McEachern, Dr. Ayanna Richard and Teacher Rhesha Smith and the email received no response from the Principal or Teacher, as Mr. John McMillian, EC Director was ignored and the Principal refused to respond, along with the Teacher, Rhesha Smith she helped to ignore McMillian's request for a meeting to meet me as Parent about IEP Concerns and Problems.[3] The Principal "enforced non-compliance" and this is why the problems exist in the school and the Principal would let the teacher and other non-professional behaviors exist in the school which also included a Coach swinging a bat from his private parts in gym class.

[3] Thursday, February 19, 2026 at 1:26 PM John McMillan, johnamcmillan@ccs.k12.nc.us to Lamar Iron Horse, Principal Gemette McEachern, Dr. Ayanna Richard and Teacher Rhesha Smith Email Title:"Follow Up Meeting" Greetings Mr. L Horse, Thanks for speaking with me today. I have reached out to Dr. McEachern. Ms. Smith will be in contact with you to schedule a meeting for at least 30min. to unpack your concerns with regard to your son. This is not an IEP meeting but more of a parent teacher conference requesting my attendance. Thank you, McMillan."

10. On Monday, February 23, 2026 at 03:08:05 PM EST, Rhesha Smith, the Social Studies Teacher wrote Rhesha Smith <rheshasmith@ccs.k12.nc.us**;** Principal Gemette McEachern <gemettemceachern@ccs.k12.nc.us and the two Assistant Principals and copied me with the subject: Parent and Teacher Meeting Request, where she excluded Mr. John McMillian, EC Director from the email and the Principal McEachern allowed her to create a new email, excluded the EC Director, John McMillian from the email about a Parent and Teacher Conference, that the Principal would not enforce or schedule since February 17, 2026 and she was the one who requested the meeting. At this point this felt like a "cat and mouse" game show that would not end. A Parent should not have to endure the Principal and Teachers behavior over IEP Parent Concerns. It was very clear that I was getting the run-a-round game between the Principal and the Teacher because the Principal was allowing this type of behavior and later it proved that the Principal was helping the teacher here, in this type of behavior as the Principal came at me on March 20, 2026. This was very unprofessional.

11. On Mon, Feb 23, 2026 at 4:05 PM L Iron Horse <lironhorse@yahoo.com> wrote: I emailed Mr. John McMillian, the EC Director, the State DPI, State of Board of Education, and the State Superintendent was copied for help and to ask him I could meet with him regarding the IEP Problems and Parent Concerns. I also stated in the email how Ms. Rhesha Smith, the Social Studies Teacher "went around him" in an email as the EC Director by not responding to him and officially creating a new email, excluding him. This is something Principal McEarchern allowed for the teacher, Ms. Smith totally ignored the EC Director's email to her and the Principal went along with this disrespect which also proves that the Principal allows the teacher to do whatever she wants, by excluding members of leadership from emails when they originally email her first.

12. On Tue, Feb 24 at 11:06 AM, John McMillan johnamcmillan@ccs.k12.nc.us emailed me back and stated, "Greetings L Iron Horse, What time and day would work best for you? I will be attending a conference beginning Thursday afternoon - Saturday of this week. McMillan"

13. On March 3, 2026, my son and I went to District Office and met with Mr. McMillian, EC Director, and Mia Jackson, EC Compliance Officer about the IEP Problems, DPI Corrective Actions, and Parent Concerns since the Principal and Ms. Smith refused to meet with my son and I. Mr. McMillian and Ms. Jackson listened to my son's IEP Problems, Parent Concerns and took minutes which was sent the next day to my email for record.

14. On Thursday, March 5, 2026, I received an email by Principal McEachern stating she could meet at 3:00PM, which she had me to email Mr. McMillian to meet on Friday, March 6, 2026 at 3:00 PM, but the meeting could not be confirmed because Mr. John McMillian stated he couldn't meet on March 6, 2026 at 11:06AM. I believe the Principal stated she could meet because the district

leadership was on the email chain only, because later she continued to play the game.

15. What I couldn't understand is that if Mr. John McMillian easily just met with the Principal McEachern on Thursday, March 5, 2026, it suddenly became a problem when wanted to meet with both the Principal and John McMillian together about Parent Concerns and IEP Problems? Since they both had just met without problems on March 5, 2026, without me, as Parent having to do all the back and forth and the run-a-rounds, why could the Principal coordinate and schedule a meeting. Why was I forced to rearrange and coordinate a meeting as Parent to address IEP Problems and Parent Concerns? I do believe it's CCS internal emails which exist.

16. On Thursday, March 5, 2026, John McMillian went to the New Century International Middle School to meet with the Principal Gemette McEachern to tell her about the IEP Problems and Parent Concerns per the meeting my son and I had with Mr. John McMillian.

17. On Friday, March 6, 2026 at 11:03:50 AM EST. Subject**:** Re: Communication Moving Forward. From: John McMillan <johnamcmillan@ccs.k12.nc.us> to lironhorse@yahoo.com and gemettemceachern@ccs.k12.nc.us; others emailed copied. "Sorry just seeing this, my apologies, I have another meeting during this time. McMillan"

18. On Fri, Mar 6, 2026 at 5:06:48 PM EST Gemette McEachern wrote an email to intentionally embarrassed me where others were copied, which included the District Leadership and the General Assembly, along with others copied with the Board of Education, stating she waited on me to meet me, but she clearly knew Mr. McMillian could not meet with the both of us due to his schedule per his email and "clearly" no meeting had been confirmed accordingly. The Principal waited until the school was closed and waited all day long until 11:06 AM on March 6, 2026 to send me an email also knowing when the school was closed I could not speak with her to reschedule. If someone want to reschedule, they don't wait until the business day ends and the Parent can not come to the school or call the Principal. This behavior again was intentional.

The email on Friday, March 6, 2026 at 05:06:48 PM EST, reads as follows by Gemette McEachern <gemettemceachern@ccs.k12.nc.us> wrote: "Mr. Iron Horse, I wanted to follow up regarding the parent meeting scheduled for today at 3:00 PM. I waited at the scheduled time, but you did not show. If you would still like to meet to discuss your concerns, please let me know a time that works best for you and we can reschedule. I want to make sure we have the opportunity to address your questions"

19. On Fri, Mar 6, 2026 at 6:47 PM, I sent an email to the Principal and others copied on the email because the Principal "intentionally" sent an email out at 5:06 PM on March 6, 2026, to embarrass me as a Parent and she waited all day knowing the school was closed. The email was to

provide clarification and my position after the embarrassing email, like I intentionally didn't show up for a Parent Meeting that "didn't exist" since John McMillian could not be present to meet. The Principal certainly knew that no meeting existed without John McMillian because he could not make it and that officially no meeting was scheduled, but the Principal played the game to embarrass me publicly. Again, the Principal avoided answering my questions in the email and never responded to me as a Parent with concerns.

20. On Monday, March 9, 2026 at 11:55:02 PM EDT, John McMillan <johnamcmillan@ccs.k12.nc.us> wrote an email to the Principal and to me about the meeting to go over the IEP Problems: "Greetings to All, I am away at a Learning Institute until Wednesday. I can meet Thursday or Friday of this week. Let me know. McMillan."

21. On Monday, March 9, 2026 at 03:54:10 PM EDT, Gemette McEachern <gemettemceachern@ccs.k12.nc.us> gave me instructions to get up with Mr. McMillian, knowing she has his cell and other contact information to reach him. The Principal's email reads as follows,"Mr. Iron Horse, Thank you for your following up. Please get with Mr.McMillan and let me know a time and a date that works for both of you."

22. On Mon, Mar 9, 2026 at 4:43 PM, I sent an email to the Principal and Mr. John McMillian about the meeting date and time because the Principal instructed me to do so, which as a Parent I didn't feel it was my job to coordinate, plan, and arrange a meeting for CCS Staff Employees, and that this was the job of the Principal. As a Parent, I should not have been made to set up, plan, arrange, coordinate meetings for CCS Staff to meet with me as the Parent over the IEP Problems and continued Parent Concerns. The Principal did nothing to help me as the Parent or to resolve matters, but instead, made it more intentionally complicated for me to meet with her over the problems in the school. The problem was not Mr. John McMillian, but the Principal Gemette McEachern being very unprofessional, and defiant. The Principal gave me nothing but the run-a-round again.[4]

[4] On Mon, Mar 9, 2026 at 4:43 PM L Iron Horse <lironhorse@yahoo.com> wrote: Greetings Mr. McMillan and Principal McEachern, Can you both please advise to when a good date and time is to meet regarding these ongoing IEP Problems, DPI Corrective Issues, and other matters of Parent Concerns? Mr. McMillian, the Principal, wanted me to schedule and coordinate a date and time for a meeting. Principal, I kindly thought that since Mr. McMillan met with you last week and McMillian schedule the meeting with you, in return I thought you, as the Principal should secure an new date and time to confirm a meeting, and not the Parent? As a Parent, I didn't know that I should be scheduling a meeting for CCS staff employees to coordinate with a Parent. Isn't this the CCS Staff job, and not the Parent? Please advise.Principal McEachern, Mr. McMillian stated in a email last week, that he met with you on March 5, 2026, do you have any resolutions regarding for those ongoing problems he spoke with you about? I also would like to say, as a Parent, it appears nothing is still not getting a resolved like before when I met with you. According to all the emails, it just appears that as a Parent, that I am getting the run-a-round again when problems occur at which I still remain positive and hopeful for a resolution.Also, Principal each time when I have emailed you, your responses provided no answers to my questions. Is this how Air Force Military Families are treated?Additionally, Principal McEachern, given rise to your letter yesterday, March 5, 2026, that the Social Studies Teacher, Ms. Smith has "significant emotional distress," which is also known as a mental health issue, I hope she receives help and medical attention. Several parents and my family are now very concerned for the safety and well being of our children, as students in Ms. Smith's presence in the school given her significant emotional distress as you stated in your letter. What will be done about this? It's also concerning as a Parent, that your letter to me yesterday would disclose the mental health condition of the teacher as "significant emotional distress" and nothing is being done about the breach of privacy with medical health related information you disclosed.I look forward to your response. Best regards, Lamar Iron Horse"

23. On Monday, March 9, 2026 at 11:55:02 PM EDT, John McMillan <johnamcmillan@ccs.k12.nc.us> wrote: “Greetings to All, I am away at a Learning Institute until Wednesday. I can meet Thursday or Friday of this week. Let me know. McMillan.”

24. On Tuesday, Mar 10, 2026 at 11:21 AM, I emailed Dr. Jane B. Fields, Ed.D. Associate Superintendent, School Support, Cumberland County Schools for help because of the run-around I was getting from Principal McEachern. The email reads as follows, “Dr. Jane Fields, I hope this email finds you well. As you may know, I am a Parent of a 6th Grade child who attends New Century International Middle School. My family and I have been trying to schedule a meeting with the Principal about the ongoing problems and also to speak about the issues raised by Mr. McMillian, EC Director to Principal McEachern on March 5, 2026. To no avail, according to the emails, that I was getting the run-a-round by the Principal about the meeting and also how she wanted me, as the Parent, the Principal unfairly wants me to do all the coordination and to schedule the meeting between CCS Staff Employees. I do think this is inappropriate since I am a Parent and that I don't work for the CCS School District to schedule employees meetings.”

25. On Tuesday, March 10, 2026, at 10:26 AM, I emailed my Parent Concerns to the Principal about Teacher, Ms. Smith put “unapproved item” into my son’s personal private belongings without consent and that my son had no knowledge of what the teacher did. The email title “Communication Moving Forward: New Century International Middle School | Fayetteville | NC:” The Principal refused to answer all my questions in the email again; specifically about Ms. Smith "significant emotional distress,” mental health issues that the Principal sent to me on March 5, 2026, making it appear that my email for the Parent Teacher Conference was wrong, but she was the one who originally requested the meeting and it appears she told the District Leadership other details that were not true to send me a letter which also violated the federal law with HIPPA Rights and ADA.

26. On Wednesday, March 11, 2026 at 11:19:24 AM EDT, Dr. Jane Fields <janefields@ccs.k12.nc.us> wrote: “Good morning Mr. Iron Horse. You are welcome. I spoke with Dr. McEachern and let her know that Monday or Tuesday next week would work better for you. She is going to see what works for Mr. McMillian and get back to you. Take care,”

27. On Wednesday, March 11, 2026, Principal Gemette McEachern attended the IEP Meeting for my son and I found out later that she intentionally omitted facts about my son’s virtual school transition for IEP Accommodations to make it hard for him when my son would have to go over to the Media Center to do his online virtual class for Social Studies. My son informed me of the truth about the Media Center that it was basically closed all the time and this was a clear fact the Principal knew about and refused to tell the truth in the IEP Meeting and the Principal also knew, at the time of the March 11, 2026 IEP Meeting that the woman who runs the Media Center wasn’t always there, she knew advance this would prevent my son from succeeding educationally in the virtual class, if

the Media Center was closed and she kept that fact to herself, along with the other Assistant Principal who knew this about the Media Center, but instead the Principal said nothing.

28. On March 11, 2026, in the IEP Meeting, I knew, as it was discussed by the EC Department Mia Jackson that the person in Media Center was not, and could not help my son with his virtual class for assistance, and this was a fact I understood, but nothing about the Media Center being closed all the time was mentioned by the Principal, which is a fact the EC Department didn't know about. It's like the Principal withheld information from the EC Department, me as the Parent, Candice Revels, and my Parent IEP Team who was present in the IEP Meeting. Later when the virtual class was further delayed by Principal McEachern's tactics, which is evidenced in an email on March 13, 2026, I later filed another State DPI Complaint for IEP Non-Compliance.

29. On March 11, 2026, in the IEP Meeting, it was brought up about how the Social Studies Teacher was still academically penalizing my son for not having my signature on his classwork and homework, which is not school policy to academically penalize a student due to a parent signature, and this was something I reported since September of 2025, and the Principal McEachern "allowed" the Social Studies Teacher to unfairly penalize my son academically for countless months into March of 2026. The Principal knew about this teacher, who she wrote about on March 5, 2026 in a letter, had a "significant emotional distress," a mental health issue to create an unfair and unhealthy learning environment. No matter how many times I complained about this Social Studies Teacher's behaviors and how she penalized my son academically, the enforced and allowed this teacher to do this to my son and other students in the Social Studies Class by Ms. Smith.

30. On March 11, 2026, in the IEP Meeting, Principal McEachern admitted on record in the meeting before witnesses and she stated, "I went through other students' Social Studies Notebooks, and saw the teacher also deducted points from other students for not having parent signatures on the classwork or homework." By the Principal's admission, she knew that the Social Studies Teacher was doing this abuse and unfair treatment to all her students in the class and the Principal allowed it because the Principal clearly knew I had voiced my concern about this abuse and the treatment to my son, which validates the abuse was going on with the Social Studies Teacher was unfair academically penalizing my son and other students since September of 2025, and she stood by and allowed this abuse, and she went along with it, and enforced this unfair treatment to students; specifically, IEP Students together. It brings into question, what else was the Principal unfairly enforcing against students that was not part of the school policy, because in my review, I witnessed a pattern of the Principal covering problems up and not acting on them in good faith.

31. On Friday, March 13, 2026, at 6:47 AM, I sent an email to John McMillian and the Principal to confirm a new meeting date for Monday, March 16, 2026 at 10:00 AM with the Principal and Mr. McMillian, EC Director to go over the IEP Problems and Parent Concerns which Mr. McMillian

originally had met and spoke with the Principal on March 5, 2026 in the school

32. On Monday, March 16, 2026, the School was closed due to the weather and no meeting could be conducted

33. On Monday, March 16, 2026, at 2:52 AM, John McMillan, johnamcmillan@ccs.k12.nc.us, wrote, "Greetings to All, CCS is closed today 3/16/26 due to *inclement weather.* Let's come up with another date and time to meet. McMillan."

34. On March 16, 2026, Principal Gemette McEachern never responded back to EC Director, John McMillian, or to me, as the Parent, to reschedule the next meeting date.

35. On Tuesday, Mar 17, 2026 at 7:37 AM, I sent an email due to IEP Problems and Parent Concerns to Mia Jackson, DPI, Amy Perry, and John McMillian, titled, *"25-245 – Traci Royal: March 11, 2026 IEP and Online Social Studies Class."* The email details online problems and how the Principal intentionally "omitted" facts about the Media Center regarding my son's virtual class. If it wasn't for my son telling me the truth about the Media Center and how it is primarily closed and other problems, that the Principal clearly knew in advance about the Media Center in the March 11, 2026 IEP Meeting and she "again" refused, like before in the November 10, 2025 IEP Meeting withheld information (DPI Investigation Confirmed Internal Email by Principal) to provide information in the IEP Meeting to help matters for my son's accommodations, but instead with the Media Center being primarily closed how could my son in good faith due his virtual school there, and the Principal withheld these facts. Also, whenever the Media Center was open, it was loud, with people making distractions, which the venue violated the IEP Accommodations for my son and the Principal knew this.

36. On Tuesday, March 17, 2026 at 09:40 AM, On Tuesday, March 17, 2026 at 09:40:37 AM EDT, John McMillan <johnamcmillan@ccs.k12.nc.us> wrote: "Greetings to All, I was following up with you all with regards to rescheduling meetings. McMillan," since Principal McEachern refused to respond to John McMillian's email on March 16, 2026, or to reschedule another meeting date.

37. On March 17, 2026, 10:00 AM, I sent an email since I never heard anything back from the Principal McEachern about the new meeting dates, and I sent the email to John McMillian and Principal McEachern stating, "Mr. McMillian, Thank you for the email. I have been kindly waiting for the proposed new dates."

38. On March 17, 2026, 10:05 PM, Principal Gemette McEachern finally responded by email stating, "Mr. Iron Horse, We can meet Friday at 9:00am. Please let us know if that time works for

you. Thank you for your patience."

39. On Tuesday, March 17, 2026 at 2:07 PM, Mr. John McMillan responded to my email with the title: *"25-245 – Traci Royal: March 11, 2026 IEP and Online Social Studies Class."* McMillian stated in the email response, and he included "Good afternoon L Iron Horse, Thank you for inquiring about Adam's transition to the virtual Social Studies course. I apologize for any miscommunication. As we have now reached the end of the grading period (Thursday, March 12, 2026), the next steps are as follows: Teachers will finalize and store all grades to ensure accuracy in academic records. Once grades are finalized, we will proceed with initiating the transition to the virtual course. A meeting will be scheduled with the parent and student prior to the transition. During this meeting, expectations for online learning will be clearly reviewed, including attendance, assignment completion, pacing, and communication with the virtual teacher. These steps will help ensure a smooth and successful transition while maintaining the integrity of the student's academic record. Please see the email below that was sent on 3/13/2026. Let me know if there are any additional considerations or if you would like to be included in the scheduling of the meeting. Dr. McEachern will you please address Mr. L Iron Horse other site base management concerns. Thanks, McMillan"

40. On March 17-19, 2026, I filed another State Formal DPI Complaint regarding the continued IEP Non-Compliance and Parent Concerns in the New Century International Middle School.

41. On Wednesday, March 18, 2026, clearly since I didn't receive a response from the Principal regarding the email I sent her or a meeting invitation, I didn't know what to expect.

42. On March 18, 2026, I sent an email to the EC Director, John McMillian and Principal McEachern stating, "Greetings, Given rise to certain specific matters of IEP Problems and concern, I would like to have another IEP Meeting. Please let me know when another IEP Meeting can be scheduled." No response was given to me by the Principal and my email was completely ignored by Principal McEachern. Pursuant to the Federal Law, she was legally obligated to respond since I requested an new IEP Meeting and she had to contact the EC Manager in the school to set the meeting up, but it's clear she never did.

43. From March 18, 2026 through March 20, 2026 to the present day thereafter, I received no response regarding the next IEP Meeting I requested before the Principal in the March 18, 2026 email.

44. On March 20, 2026, I arrived at the school and parked in the school parking lot at 8:55 AM and I was in the front lobby by 8:57 AM. I spoke with Mrs. Shuller, the School Secretary in the front lobby to ask for the Principal Gemette McEachern. The Secretary called Principal Gemette McEachern to let her know I was in the Front Lobby. I went to the school in good faith by 9:00am

since I never received a response by Principal Gemette McEachern per my March 18, 2026 email and also because I didn't want the Principal to intentionally embarrassed me as a Parent, like she did before in an email on

45. On March 20, 2026, the exact and full details of my conversation was in good faith to kindly inform the Principal McEachern that I couldn't meet to discuss the initial IEP Problems and Parent Concerns, I kindly asked Dr. Jane B. Fields for help to schedule a meeting due to the run-a-round I was always getting from Principal Gemette McEachern and how the Principal wanted me to coordinate, organize, set-up a meeting for CCS Staff members to meet with me regarding Parent Concerns and IEP Problems.

46. On March 20, 2026, I wanted to be present in good faith to speak with Principal McEachern and Mr. McMillian to inform them that I filed a new DPI Complaint because matters are not being resolved.

47. On March 20, 2026, while I was in the Front Lobby of the school, Principal Gemette McEachern came out at to the front lobby about at 9:10 AM and stated exactly as follows:

A. [When the Principal came to the front lobby, she asked, "Are we meeting this morning?" The Principal stated, "I was underneath the impression, you wanted an IEP Meeting. The Principal stated no IEP Meeting would be held today (The Principal clearly knew that a IEP Meeting is more than two or three people and she was being condescending and smart, which I kindly ignored, but the Principal had a pattern of doing this to me, like I didn't know what a IEP Meeting was or what is consist of. At that time, I moved on from her smart remarks to me)

B. [I kindly informed the Principal that I knew that an IEP Meeting wasn't being held.]

C. [As the Parent, I told Principal McEachern, I didn't hear anything back from the email I sent. I stated, "I showed up in general here at the school in good faith. I told the Principal McEachern, "I didn't want no one to think I didn't show up here in good faith].[5]

D. [The Principal asked what I wanted?] It was like the Principal ignore everything I said and asked what I wanted again?

E. [I told the Principal "With some of my concerns, I filed a new State DPI Complaint. Mr. McMillian should know about the new state DPI Complaint. Initially, I wanted to meet on the

[5] March 20, 2026 Grievance Complaint Notes: In the front lobby of the school, I told Principal Gemette McEachern, that since I never received a response from you [her] that in good faith I came to the school because I didn't want her to say or email I didn't appear to Dr. Jane B. Fields, so I appeared in good faith despite the open DPI Complaint because she would not email back from the previous email.

outstanding IEP Problems that Mr. McMillian spoke to her about. I guess I need to speak to Mr. McMillian.]

F. [I spoke about the next IEP Meeting dates and the discussion needed and stated, "whenever we have the next IEP Meeting we can discuss matters.

G. [The principal asked again, "Are we having a meeting?] [I replied and said, "No."]

H. [The Principal McEachern again asked, "Are We Meeting Today?" Then she asked me again, if we are meeting today?]

I. [The Principal said okay. I said "Thank you." The Principal said, I was welcome and clearly, from my conversation with the Principal, she certainly knew that no meeting was being held due to the open State DPI Complaint]

J. [The Principal stated, it will take John McMillian 10 minutes to get here.] The Principal lied to me to my face. I went outside to greet Mr. John McMillian in the parking lot and her was not there at all. The Principal had lied to my face to get me to stay in the school. When Mr. McMillian had finally arrived, it was more than 35 minutes later and I saw when McMillian pulled into the school parking lot because he parked next to my car in the school parking lot. This was just another time, the Principal had lied again to cover things up. If the Principal lied about Mr. McMillian, what else will she lie about to cover herself?

K. [The Principal McEachern stated, "Are we meeting this morning?] I had just told her "No" and she asked me again.

L. [I said to the Principal [again], "That I made my concerns over to DPI in my state complaint and I will relay that over to Mr. McMillian when he comes here so that way it won't be no confusion and that's it']

M.[The Principal went on again asking if we are meeting?]

N. [I told the Principal "No" (again) and expressed that because of the IEP Problem lingering and not resolved that I filed the DPI Complaint to address matters of my concerns.]

O. [I told the Principal that it would serve as a conflict to meet prematurely without DPI doing their investigation into matters that are still pending and that DPI can help resolve issues.]

P..[The Principal stated, “okay” which confirms she had an understanding, then she walked away.]

48. Earlier in the week I requested a new IEP Meeting because of the problems and no response was given by the Principal and on March 20, 2026,. I knew it wasn't a IEP Meeting but still wanted to kindly speak that I wasn't at liberty to speak or to meet given that DPI was investigating. I told Dr. McEachern that I will speak with Mr. McMillian to relay the same information to him so we will have the same information.

49. On March 20, 2026, Given the front lobby issues and having to repeat myself to the Principal McEachern, I had moved on and I thought matters were fine, but I still thought the Principal McEachern was acting very strange because I had to repeat myself several times to her, for example she asked me “seven times” in a matter of minutes about a “meeting,” at which I kindly told her each time that it would be no meeting. The Assistant Principal McKenney and John McMillian were not present, but my smart watch recorded the conversation; however, when Mr. John McMillian arrived later, I kindly relayed the same information I told Principal McEachern about the open DPI Complaint I filed and that it would be premature and a conflict of interest to have a meeting given rise of the open State DPI Investigation

50. On March 20, 2026, I waited until Mr. John McMillan and I spoke as I relayed the same information that I told the Principal McEachern about not meeting today because of the DPI Complaints.

51. On March 20, 2026, as I was getting ready to leave the Principal came out from her office and Mr McMillan told her that I was getting ready to leave and I also told the principal that I had another appointment. At that time, when the Principal pulled Mr McMillan and I into the meeting room, despite she was told kindly two times out loud that I had to leave.

52. On March 20, 2026, when the Principal McEachern pulled Mr. McMillan and into the meeting room, he explained to her that the meeting was forfeited because of the DPI complaint and that all should have been fine with the principal but it was not but instead she took the opportunity to come at me unprofessionally and to raise her voice at me and to go back and forth with me as a parent standing up in the meeting room. It was so wrong for the principal to do this to me knowing that an open DPI complaint was existing and for her to come at me unprofessionally over my Parent Concerns with the IEP for my child.

53. On March 20, 2026, when I got in the meeting room she said things that made me have medical complications with my blood pressure spiking to the point I felt I was going to have a heart attack. I never felt my heart race and pound out of my chest. Parents don’t deserve this type of abuse

and treatment from a Principal ever.

54. On March 20, 2026, Principal stated, she is so “Exhausted” countless times in having to deal with my Parent Concerns.

55. On March 20, 2026, Principal McEachern stated she has been “exhausted” and that every week or every day, an email comes into her about my “Parent Concerns.”

56. On March 20, 2026, the Principal McEachern stated out loud in a very nasty tone to me in the meeting room, “Its really exhausting” to have to deal with my Parent Concerns.

57. On March 20, 2026, Principal Gemette McEachern stated to me,“Problems have been coming in about “my Parent Concerns” since August of 2025.

58. On March 20, 2026, Principal Gemette McEachern stated again “I am exhausted having to deal with my Parent concerns.”

59. On March 20, 2026, in the meeting room, I stated to the the Principal McEachern that, “I am so sorry that you were “exhausted” from dealing with my Parent Concerns and IEP Problems, but I as a Parent I have every right to raise the concern, when problems exist in the classroom.” I was having to defend myself against the Principal as she verbally harassed, chastised and retaliated against me for my Parent Concerns and DPI State Complaints.

60. On March 20, 2026, What was the Principal's purpose in bringing me and Mr. McMillan into the meeting room and stated things like there was no IEP Meeting today to intentionally try to embarrass and belittle me in making a show in front of McMillan and the Assistant Principal.

61. On March 20, 2026, Principal Gemette McEachern knew there was no IEP Meeting because you can’t have an IEP Meeting with only “two people.” It’s unclear of the show and performance Principal McEachern was putting on when Mr. John McMillian and the Assistant Principal McKenny were present.

62. On March 20, 2026, in the meeting room the Principal went on about an IEP Meeting, and I told her, “that I know, it was no IEP Meeting today and that it takes more than 2 people to have one.” The Principal became silent in the meeting room. You can see the look in her eyes, like she wanted to physically hit me. Then the Principal started to look down at the floor. The Principal was so “mad” she could remember words that I said, for her to write or frame sentences in her notebook. When she started to write, she spoke out loud and I had to stop her because she started to write

things that was not true and I asked her to "back track" for one minute, and if she couldn't frame what she needed to say for the email, that I would send her a summary to properly frame it currently.

63. On March 20, 2026, the Principal lost her focus and was angry which was evidence that she could not focus enough to even write.[6]

64. On March 20, 2026, I continuously said in the meeting room countless times that, "I am not at liberty to go over the details of the open DPI State Complaint." I repeated myself over and over.

65. On March 20, 2026, I also told the Principal that she raised my Blood Pressure countless times, and she did nothing, but continued to come at me.

66. On March 20, 2026, I told the Principal that she was wrongly "coming at me" for no reason at all.

67. On March 20, 2026, between 9:05-9:10 AM, the Principal McEachern and I had spoke in the front lobby and she clearly knew because I told her that I knew there was no IEP Meeting today, and that I only came to the school in good faith to inform that I couldn't meet because I filed an open DPI Complaint and they are investigating. That Mr. McMillian should know about it and I didn't want to speak on matters given rise to the state DPI open investigation.

68. On March 20, 2026, so when Mr. John McMillian and Assistant Principal were present, Principal McEachern put me through hell as a Parent in the meeting room, so badly it caused me medical complications with my blood pressure and my heart started to race and began pounding through my chest, I thought I was going to have a heart attack, and Principal McEachern would not stop.

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[6] Principal went to try and write what I said. Principal hand a pen and notepad in her hand and when tried to write down what I just told her she couldn't and she wanted me to repeat myself but at that time I had told her that I couldn't me

March 20, 2026 Grievance Complaint Notes: When she tried to write she said outlook what she was writing down and I kindly mentioned to her that it was not accurate and let back track a minute so she could accurately write and frame what I said. I looked at Mr McMillan who was standing beside me still and saw the Principal struggling trying to remember, like she couldn't retain her memory or compose thoughts, or what she said and I said and the Principal appeared she couldn't remember to write because she was clearly so angry. When people are angry they lose their focus, and the Principal exhibited she needed to just stop.

The principal was told countless times that the meeting originally scheduled was not going to happen and McMillan told her the meeting had been forfeit due to the open DPI Complaint, but she would not listen to anyone, but herself, no matter how many times she was advised and consulted. Principal McEachern was really defiant and exhibited she had a "hot head" and anger issues. This would make any Parent afraid of going into the school. I told her that if she did not accurately frame in her writing what I said, that as a Parent, I have a right to respond to correct the Principal in the email, when she put one out.

69. On March 20, 2026, the Principal knew the facts about it was no meeting today before she pulled me into the meeting room to unprofessional come at me and retaliate against me due to my DPI Complaint

70. On March 20, 2026, it was no reason why she should of wanted to pull me into a room knowing the above facts and that DPI was investigating the continued IEP Problems in her school

71. On March 20, 2026, Principal McEachern brought me into that meeting room and we were all standing up underneath false priest tents knowing that I had to leave and she raised my blood pressure where she just retaliated against me and came at me with all of her problems that she is having with me as a parent and unprofessionally.

72. On March 20, 2026, Principal McEachern went on to tell me that I was on unprofessional in speaking to Mr McMillan about the new DPI complaint and a tone were only he could hear me no one else.

73. On March 20, 2026, I told the Principal that *"I was not at Liberty to go into details about the open DPI complaint because they are doing an investigation," [REPEATED TO PRINCIPAL COUNTLESS TIMES]* and she just continued on "coming at me as a parent aggressively, and she was saying how exhausted she was basically having to deal with my parent concerns or the IEP accommodations. The principal is wrong and talking to me like this and also that I feel that she retaliated against me because of my DPI complaint and how matters have not been resolved inside of her school.

74. On March 20, 2026, I told the Principal that it was wrong to bring me into that room to come at me about all of this when she knew that I had to leave it was one thing where she was documenting that Miss McMillan had told her that the meeting was forfeited because of the DPR complaint but it's like I had to go at lymph and explaining and very detailed like she did not understand what I was saying. As she started writing she couldn't remember what I had said to her and she wanted me to repeat myself and I had told her that I could write it down for her

75. On March 20, 2026, I apologized again to the Principal, not that I needed to and I said, "that I was so sorry for her being "exhausted for handling Parent concerns." Mr. John McMillian was right beside me and the Assistant Principal McKenney was in the room, neither one of them spoke at the Principal "went off on me" as a Parent with valid Parent Concerns and IEP Problems.

76. On March 20, 2026, the Principal McEachern could have put on the show and repeated, and escalated matters out of control because she wanted to impress the Assistant Principal McKenny, who at the time, clearly had no idea that the Principal and I had already spoke about between 9:05

AM through 9:10 AM in the Front Lobby. It not clear what the Principal McEachern told Assistant Principal McKenney before going into the meeting room? What is very clear is that the Principal came at me and harass me over my DPI Complaint and Parent Concerns as she stated she was "exhausted" in having to deal with my Parent Concerns.

77. On March 20, 2026, I also told her that I thought it was very unprofessional of her to pull me in there for a matter knowing that DPI complaint was going on and for her to come at me inappropriately, as a Principal of Cumberland County schools. I told her that I had every right to bring concerns when there's a problem, a Parent should speak up and not be silenced or threatened with intimidation and retaliation. I also told the Principal that I would not ever waste my time for bringing Parent Concerns as they are needed.

78. On March 20, 2026, Principal McEachern initially wanted me to come to her if I have problems and and concerns and and now she's exhausted and dealing with parent concerns I told her that all parents should make concerns and that she should not be exhausted. If she's exhausted and handling parent concerns or IEP accommodations what is she being a principal? It's like the principal does not want me to bring any of the parent concerns or problems about in her in the classroom to her or to regarding the IEP that are continuing

79. On March 20, 2026, Principal McEachern was unethical and coming at me as a Parent and then unprofessionally pulled me and McMillian into a meeting room under false pretense. Knowing that I was getting ready to leave and Mr McMillan the EC Director had told her that the meeting have been forfeited but instead she went on to come at me as a Parent and I'm steadily standing up and I'm telling her that I am not at liberty to go into the details or discuss matters regarding the DPI complaint. I initially was going to meet with her regarding those other matters regarding the IEP that Mr McMillan had spoken with her about on March 5, 2026, but I did not because of the school closing and then also the weather why the two meetings have been canceled.

80. On March 20, 2026, where I thought I was doing a good thing by going to the school in good faith to inform the Principal McEachern and John McMillian that I could not speak because of the open state DPI complaint because it would serve as a conflict of interest, the Principal McEachern was outraged and she carried herself in an very unprofessional manner after she closed the door on me and prevent me from leaving the meeting room and told me I was unprofessional for speaking to Mr. John McMillan, EC Director.

81. On March 20, 2026, I was treated with no type of respect by the principal and I don't deserve to be treated like a dog on the street and how the principal treated me today as a parent with concerns and who filed a DPI complaint.

82. On March 20, 2026, I emailed Dr Fields I would really like to meet with her because I felt like the behavior of this Principal was totally out of control today and also about how I was disrespected and retaliated against just because I filed a DPI Complaint and she went on about how exhausted she was having to deal with my Parent Concerns.

83. On March 20, 2026, no parent should be treated like the way that I was treated today by Principal McEachern. The principal had no right and treated me like this and escalated a matter to the point knowing that the EC director had told her that the matter had the meeting had been forfeited because of an open DPI complaint but instead she continued on and she went after me as a parent.

84. On March 20, 2026, as a parent I was not given any type of respect by the Principal McEarchern but instead she felt in her way that she wanted to go back and forth with me to the point while I'm standing up raising my blood pressure where she just would not stop which is unprofessional she just would not stop coming at me as a parent.

85. On March 20, 2026, the Principal gave the appearance like she was on the street, acting very ghetto, and wanted to fight me and she verbally abused me over my legitimate Parent Concerns over IEP Problems and other teachers problems

86. On March 20, 2026, my blood pressure shot up and my heart was pounding out of my chest, as the Principal would not stop harassing, chastised me over my Parent Concerns

87. On March 20, 2026, Principal McEachern said, “Your Parent Concerns come every other day and she was exhausted in having to deal with my Parent Concerns. It was exhausting.”

88. On March 20, 2026, when the Principal pulled Mr. McMillian in the meeting room, we were all standing up, as I was standing close to the door because I followed Mr. McMillian in the meeting room because I was last to enter the room, the Principal knowing already because I spoke with her between 9:05AM through 9:10 AM that no meeting would exist because of the open State DPI Complaint, the first thing she said when she pulled Mr. McMillian and I in the meeting under false pretense, was "Are we having a meeting?" and Mr. McMillian tried to stop the Principal McEachern by saying, " The meeting is forfeited due an Open DPI Complaint," but this was a clear fact Principal Gemette McEachern knew about because she was told this several times by me and Mr. John McMillan before she pulled us into the meeting room under false pretense.

89. On March 20, 2026, clearly after the Principal McEachern was told in person several times that “no meeting will exist” [Emphasis Added] on March 20, 2026, she inappropriately pulled me and Mr. McMillian into the meeting room, knowing I had to leave for an appointment, to abuse me

as a Parent. Because Mr. McMillian and I told her in the Front Lobby, next to the Mrs. Shuller Secretary's desk that I had to leave, the Principal still carried on unprofessionally and became very street like with aggressive attitude like she wanted to fight me. The Principal was told I had to leave twice in the front lobby and still proceeded to pull Mr. McMillian and I inappropriately in the meeting room.

90. On March 20, 2026, when we got into the meeting room, she put her phone on the table face down, like she was recording everything.

91. On March 20, 2026, the Principal failed to exhibit anytime of leadership or integrity, but instead I witnessed street like, ghetto behavior, as if people were on the street getting ready to fight, as she escalated and created a situation which should of been, then also preventing me from exiting the meeting room when she closed the door on me as a Parent. She totally controlled everything and I became fearful when she prevented me from leaving the meeting room. The Principal closed the door on me, so I could not leave which forced me to stay in the meeting room more, while she abused me by stating, “I was the one who was unprofessional.”

92. On March 20, 2026, Mr. McMillian tried to stop the Principal and told Principal Gemette McEachern that the meeting was forfeited due to the open DPI Complaint. That should of been it and nothing else said or done, but the Principal was defiant in behavior and totally ignored was the EC Director, Mr. John McMillan said about the meeting and continuously and inappropriately came at me as she wanted to create a fight me, as a Parent.

93. On March 20, 2026, as a Parent, I was really afraid in the meeting room because I have never endured such unprofessional behavior as the Principal wanted to create a fight with me over my Parent Concerns and my child's IEP Problems.

94. On March 20, 2026, as I was standing in the meeting room, Principal McEachern knew that no meeting was going to exist and I told her several times about her raising my blood pressure and that I knew that she was pulling me in the meeting room for this, I would have never came in there.

95. On March 20, 2026, Mr. McMillian stood beside me and he saw everything and I do believe he was completely shocked at the Principal's fighting like verbal aggressiveness which caused me to have medical complications with my blood pressure. I thought I was going to have a heart attack because of how Principal McEachern treated me and was "coming at me” in the meeting room with the verbal abuse, debate, and twisted unprofessional comments to me. The Principal should not be a Principal because of her abuse and that she is a “hot head” the District is just setting up a liability and failure with her to do this to another Parent, and or student, or a CCS Employee. This behavior

should not be tolerated.

96. On March 20, 2026, in the meeting room, Principal McEachern went on raising her voice at me and I never raised my voice back and I told her countless times, "I am not at Liberty to go over the details of an open state DPI Complaint because the matter was being investigated." I repeatedly stated this, but the Principal would not listen, as the Principal refused to acknowledge what I said and like nothing registered with her because she was a “Principal” and she could do whatever she wanted to me, just like she ignored John McMillan and I continuously.

97. On March 20, 2026, I told her I would never come into this meeting room had I known she was going to "come at me." I also stated, I have been in this room now for about 5 to 20 minutes and she knew I had to go for another appointment. This is so wrong.

98. On March 20, 2026, Principal McEachern's unprofessional behaviors of harassment and retaliation against me as a Parent caused a medical complications of my blood pressure being raised and caused my heart to pound that my apple smartwatch started to vibrate and started to record everything and was going to alert the ambulance until I hit my watch later afterwards.

99. On March 20, 2026, the Principal Gemette McEachern had finished speaking and I thought the matter was over, but as she was opening the meeting door for me to leave, I kindly told her, “I thought how you treated me here today was very unprofessional,” then she closed the door to prevent me from leaving [REPEAT] or exiting the meeting room.

100. On March 20, 2026, the Principal McEachern yelled at me and told me, “You Are the One Who Is UnProfessional.” Principal McEachern went on very aggressively like she wanted to fight me. I told Principal McEachern, I have every right to speak with Mr. John McMillian, that he is the EC Director over the IEP.

101. On March 20, 206, the Principal McEachern stated, “I thought you came here to meet both of us.” I explained again I kindly only came to the school in good faith and that no meeting exist due to the DPI Complaint which Mr. McMillian stated the meeting was forfeited, and I told her, I would relay the same information over to Mr. John McMillian so we would be on the same page. It was at that point, the Principal let me out of the meeting room and opened the door for me to exit and leave.

102. On March 20, 2026, what is very clear is that the Principal McEachern prevent me from leaving and exiting the meeting room in the school knowing she caused me to have medical complications with my heart and raised my blood pressure which caused my heart to race and pound like I was going to have a heart attack and directly when I left my nose started to bleed. No Parent

should have to go through what I went through.

103. On March 20, 2026, after I left out of the school meeting conference room, I noticed Mr. McMillan didn't come out of the meeting room behind me and the door was shut again with him still inside.

104. On March 20, 2026, later that evening when I spoke to the Area Superintendent Dr. Carver Moore, she knew my blood pressure was still up when I spoke to her about what happened to me and how I was treated by Principal Gemette McEachern.

105. On March 20, 2026, the Principal exist with such anger, aggressiveness towards me, and retaliation, along with closing the door on me so I could not leave or exit, and being repeatedly told matters; to include her statements, "she was so exhausted in dealing with my Parent Concerns," should warrant her not to be a Principal no longer because she went off on me as a Parent, and if I didn't try to de-escalate matters by repeating stuff to her and no other words in a soft tone, it no telling what she would have done to me as a Parent. She should not be a Principal because this will happen again.

STATEMENT OF FACTS FOR GRIEVANCE AGAINST PRINCIPAL GEMETTE MCEACHERN
NEW CENTURY INTERNATIONAL MIDDLE SCHOOL
CUMBERLAND COUNTY SCHOOL DISTRICT, FAYETTEVILLE, NC

## CERTIFICATION

I, Lamar Iron Horse, Parent and Complainant, hereby certify, verify, and depose, and state that I am the Grievant in the above captioned grievance statement of facts, and that I affirm and certify the statements set forth in the foregoing grievance and I know the contents in the forgoing thereof herein to be factual, true, correct, and accurate to the best of our knowledge and belief, except for those matters set forth upon information and, as to those matters, I believe them to be true and correct.

/s/ Lamar Iron Horse

Date: 26th day of March, 2026

Lamar Iron Horse, Parent-Complainant
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